

Thank You Chairman Himes and Ranking Member Steil and members of the committee - I appreciate the opportunity to participate in today's roundtable.

My name is Svenja Gudell, I am the Chief Economist for Indeed, the leading job search site. I lead a team of international economists and researchers - we produce research on global labor market topics using Indeed's proprietary data and publicly available sources.

Since its founding in 2004, Indeed has put the Job Seeker experience at the heart of every decision we make. With 75M unique visitors per month in the US and 250M globally, Job Seekers are able to search millions of jobs in more than 60 countries and 28 languages. And globally, over 3M employers use Indeed to find and hire new employees. As our company has grown, this mission has never changed, Indeed helps everyone get jobs, including those who are facing barriers.

At Indeed, we have a unique perspective, with an in- depth understanding of both what job seekers are offering in experience and their interests in employment, as well as what employers are looking for to find their next great employee.

Our work to help address barriers to employment comes through our own programming efforts, like our [Essentials to Work program](#), which partners with key organization to help provide personal computers, transportation, and record clearing services to individuals in need; Or through our efforts to improve transparency through robust pay and wage disclosure efforts for all listings on our platform, and through our work to help improve skills-based hiring practices through career guides, assessments, and improved platform tools.

In discussing ways to help improve the lives of individuals and communities facing economic disparity, examining the specific challenges or barriers to employment allows for a proper conversation around solutions, both through the private and public sectors. According to Indeed data, the majority of job seekers with barriers indicate experiencing 2 or more barriers at the same time. Fortunately, we are seeing a growing trend, in some instances, of private companies who are understanding the value that individuals facing barriers provide - a recent Indeed survey found that a high percentage [90% response rate] of employers expressed interest in hiring job seekers with barriers.

For the job seeker, barriers come in many forms and in different stages of the employment process - before, during and after the hiring process. Since the pandemic, we have been operating in a tight labor market, where at times there have been almost 2 job openings for every job seeker. This has led to employers seeking to attract diverse and top talent through great means. I would like to highlight a few employment trends we have observed:

Pay and Wage Transparency

In the United States, [women still earn 30% less than men](#), and that gap widens with age and for women of color. Businesses are increasingly looking at pay transparency as part of a strategy

for diversity, inclusion and belonging; ensuring happier employees; and seeking to grow their innovation and growth capabilities.

A series of recent [Indeed survey's](#) shed important light on the adoption of pay transparency efforts. 92.8% of hiring decision makers and 92.5 % of HR leaders whose companies implemented transparency said they were glad to have done so. And of the HR leaders who were required by law to disclose pay, 85% said they would have chosen to disclose it anyway given what they know after implementing it.

In pairing these findings with another Indeed survey - 75 percent of individuals [said](#) they were more likely to apply for a job if the salary range was listed.

Women and the Pandemic

The pandemic's initial labor market damage was vast and women bore the brunt of it. Since then, recovery has been robust, but often uneven along gender lines. In February 2022, 38% of jobless women of prime working age actively searched for work compared with 43% of their male counterparts. Unemployed men and women offer different reasons for lack of job search urgency, with women citing childcare needs more than twice as often as men.

When employers advertise a job, they choose what information to include. Job postings typically describe the work environment and compensation. Benefits too are often noted. In a tight labor market, it's especially critical for employers to put their best foot forward. Showcasing benefits in job postings does just that, potentially enticing job seekers. Indeed postings in low-wage sectors that are more likely to be in person have seen the fastest growth in advertisement of health insurance, paid time off, and retirement plans over the past three years. Job postings in in-person sectors nearly doubled advertisement of retirement plans from August 2019 to August 2022.

Fair Chance Hiring

One often-overlooked pool of job seekers consists of those with arrest or conviction records - justice impacted individuals. 1 in 3 United States adults have a criminal record, and the stigma of these records can hinder the job search or advancement process.

Fortunately, we are seeing some positive trends in labor market consideration for justice impacted job seekers. Job postings on Indeed noting fair chance employment policies have climbed 31% from May 2019. The share of job searches using phrases like 'felon friendly' and 'no background check' has risen 45% since May 2021. In May 2022, 2.5% of US job postings on Indeed advertised fair chance hiring, up from 1.9% in May 2019. These are all positive developments.

There are many opportunities for both the private and public sectors to help empower job seekers and employers to remove barriers to employment and to enable economic growth. I look forward to answering any questions you may have today, and sharing more research and insights into the labor market - thank you.